

DIVERSITY IMPACT ASSESSMENT JUNE 19 Viamed Group of Companies (Viamed Ltd, Vandagraph Ltd, VST Ltd)

Area looked at:

Pay

Discipline

Management Distribution

Bonuses/Commissions

Staffing Distribution

Sex

Ethnicity

Sexual Orientation

Disability

Age

Religion/Beliefs

Pay – All levels of the company have equal pay, even up to director level. All pays are keep above the national living wage. Pay is equal between the different ages in the company.

Discipline – None in the last 12 months.

Management Distribution – 2 male managers, 1 female supervisors.

2 male director and 2 female director and 1 male chairman.

Bonuses/Commissions – Commissions are equal throughout the company. Bonuses have not been given in the last 12 months.

Staffing distribution – 12 female and 9 male staff in the Viamed Group of companies.

Sex – There have been no incidents of sex discrimination reported.

Ethnicity – No incident of discrimination have been reported.

Sexual Orientation – No incident of discrimination have been reported.

Disability – We do not have anyone who is registered disabled, several staff have chronic and ongoing health conditions. There have been no incidents of discrimination relating to this.

Age – Staff ages vary between 22 and 78 years old. There have been no incident of discrimination due to age.

Religion/Beliefs – We do not collect information about religion and beliefs, but we have not had any incidents of discrimination reported.